



OUR COMMITMENTS

Having in mind the future of the company, the health of pets, and the wellbeing of the planet, PLB International has implemented its sustainability program based on a tangible action plan.

Aware that today's behaviours directly impact tomorrow, we first identified the strategies already in place and those that we will prioritize going forward.

Therefore, we're committed to mobilizing all sectors of the company so that together we have the objective of promoting sustainable development and eco-responsible practices. By adhering to these rules, we will be able to do our part in the fight against climate change, waste control, and more efficient energy management.





As a trustworthy manufacturer, we want to act with transparency and make decisions inspired by specific major Sustainable Development Goals (SDGs) proposed by the United Nations.

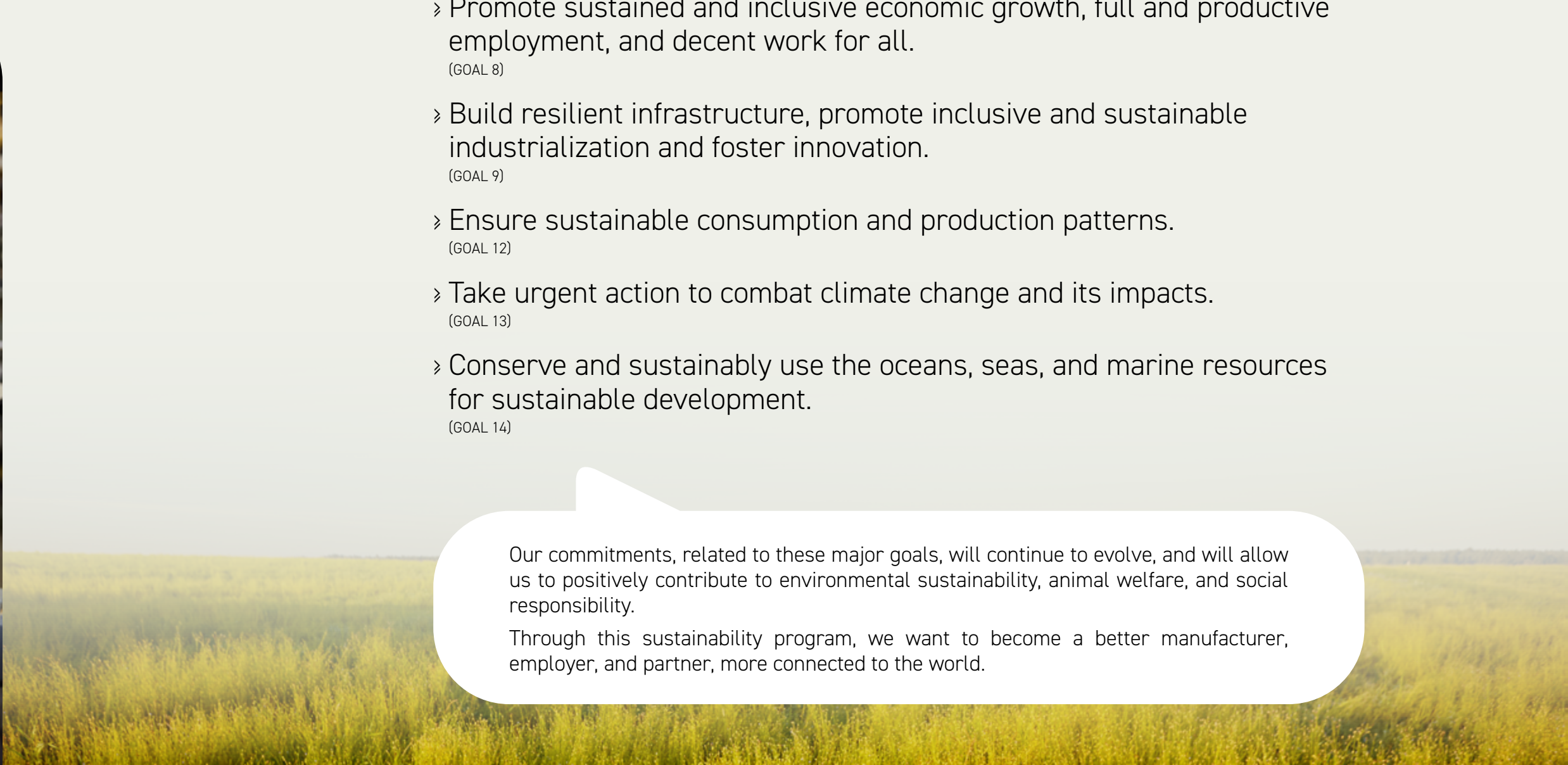


For sustainable development and social responsibility of our family business

- › Promote sustained and inclusive economic growth, full and productive employment, and decent work for all.
(GOAL 8)
- › Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
(GOAL 9)
- › Ensure sustainable consumption and production patterns.
(GOAL 12)
- › Take urgent action to combat climate change and its impacts.
(GOAL 13)
- › Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.
(GOAL 14)

Our commitments, related to these major goals, will continue to evolve, and will allow us to positively contribute to environmental sustainability, animal welfare, and social responsibility.

Through this sustainability program, we want to become a better manufacturer, employer, and partner, more connected to the world.



Environmental Sustainability

Therefore, we're committed to

- › Using sustainable and environmentally friendly materials in our packaging, such as biodegradable, recycled, or repurposed materials.
- › Using renewable energy sources in our production processes, such as biomass energy and a steam recovery system.
 - › Reducing our energy consumption by improving the efficiency of drying, packaging, and extrusion equipment through modernization.
 - › Optimizing the compressed air pipeline system.
 - › Acquiring new, energy-efficient production tools.
 - › Using LED lighting for all factory and office lighting systems that activate with a human presence.
 - › Implementing an in-house lighting-saving policy in the factory and offices.

We recognize our responsibility and have elected to minimize our impact on the environment.





Environmental Sustainability



- › Reducing our carbon footprint.
 - › Giving priority to raw material and ingredient suppliers near our company to reduce the distance needed for transportation and reduce our carbon footprint. Therefore, we prioritize suppliers from Quebec and Canada, then North America, and, if necessary, international.
 - › Regularly monitoring our carbon emissions.
 - › The distribution center, factory, and administrative offices are intentionally within 5 km to reduce unnecessary travel and energy expenses.
 - › When feasible, encourage employees to work from home to reduce car travel.
- › Implementing a waste reduction and recycling program.
 - › Recycling bins are available in all departments.
 - › Implementing a new "paperless" philosophy in the company. Whenever possible, we recommended minimizing the use of paper. The fact that office spaces are no longer assigned to employees but rather reserved for occasional use helps reduce paper accumulation. With no possibility to leave files on-site, employees naturally tend to avoid printing and rely on documents available on the computer server accessible from anywhere.
 - › In the factory, to reduce waste and food losses during production, we recondition aesthetic waste. This waste, perfectly safe for consumption, is reused in recipes sold at a lower cost and consumed rather than discarded.
- › Using ingredients and raw materials from sustainable sources to manufacture environmentally friendly and responsible products.
 - › The Purchasing Department only accepts partnerships with Ocean Trust member fisheries. This organization commits to building partnerships with environmentally responsible producers and implementing positive projects that help improve fisheries, the marine environment, and coastal communities that depend on the sea.
 - › Whenever possible, raw materials are sourced from non-GMO crops.



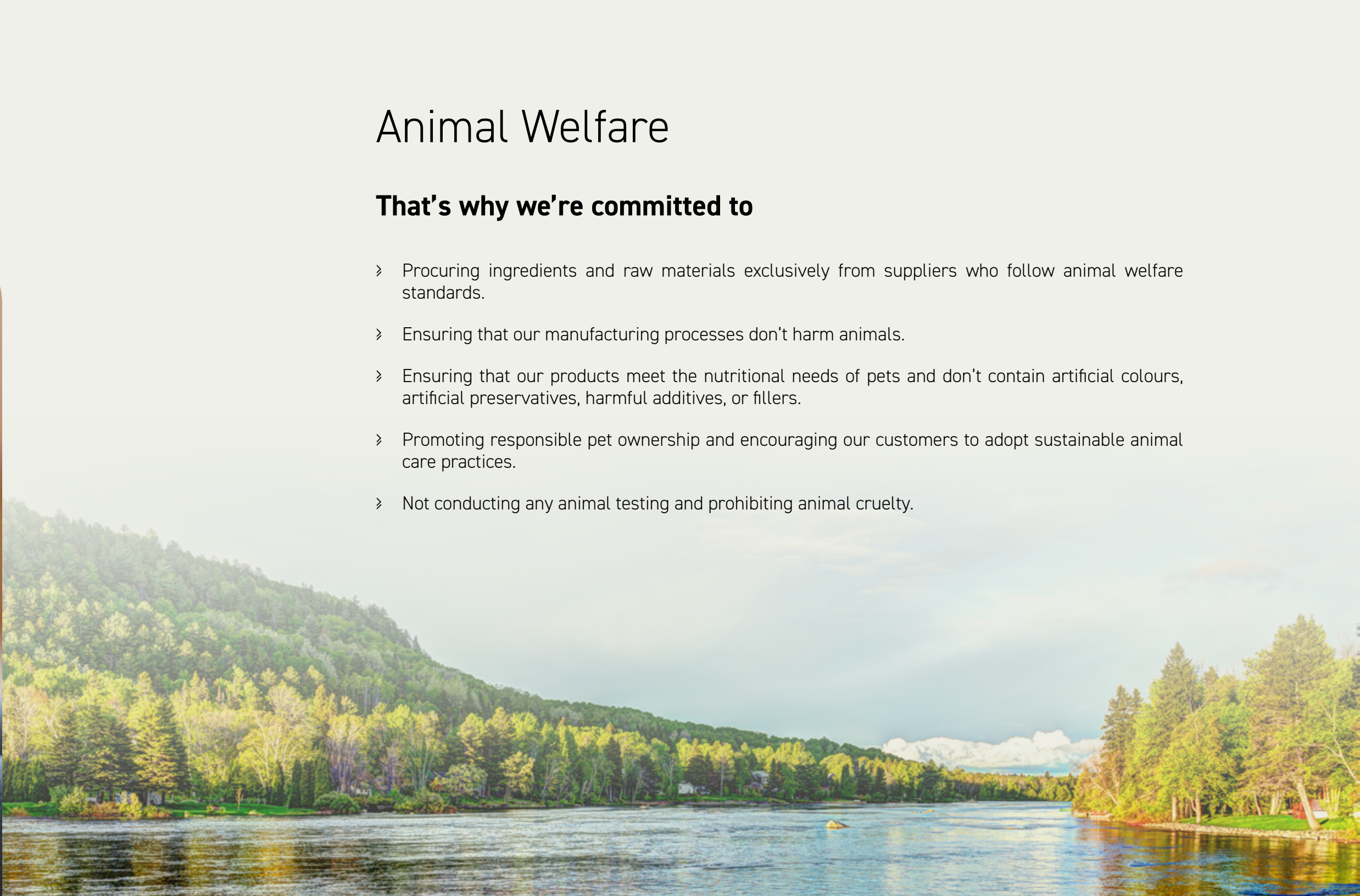
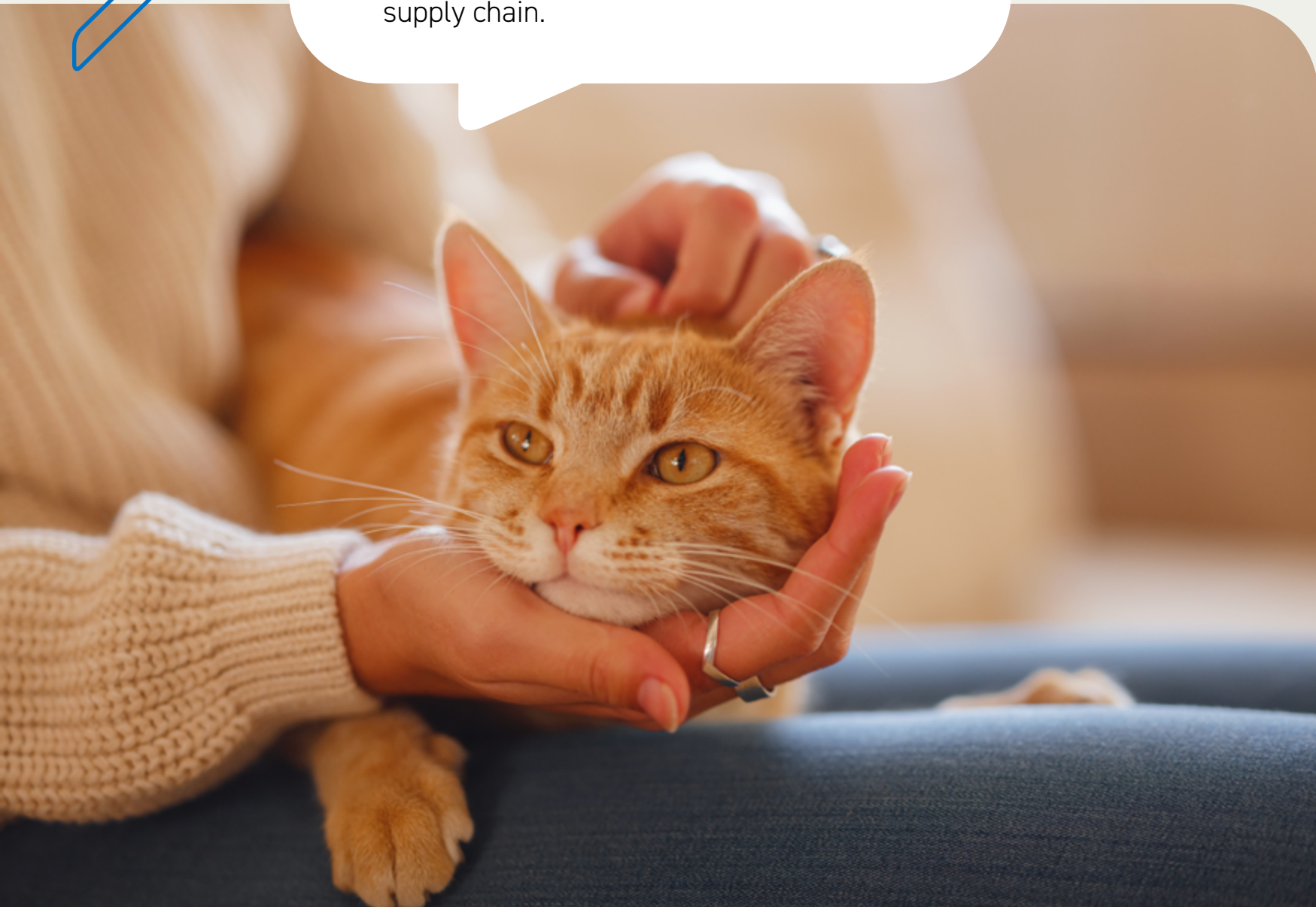


We promote animal welfare throughout our supply chain.

Animal Welfare

That's why we're committed to

- › Procuring ingredients and raw materials exclusively from suppliers who follow animal welfare standards.
- › Ensuring that our manufacturing processes don't harm animals.
- › Ensuring that our products meet the nutritional needs of pets and don't contain artificial colours, artificial preservatives, harmful additives, or fillers.
- › Promoting responsible pet ownership and encouraging our customers to adopt sustainable animal care practices.
- › Not conducting any animal testing and prohibiting animal cruelty.



Social Responsibility

That's why we're committed to

- › Participating in charitable activities for animal welfare, such as donating to local shelters or rescue centers.
- › Preferring suppliers and business partners who adhere to ethical and fair business practices.
- › Promoting a culture of inclusion and diversity within our company by implementing an employment accessibility program for people with disabilities or disorders such as on the autism spectrum. We also integrate workers whose first language isn't French and support their learning of the French language.
- › Implementing fair work practices, such as providing a decent wage to our employees and offering social benefits (summer schedule, sick/family days, access to virtual health services, employee assistance program, flexible schedule, retirement program with the employer's contribution, etc.).
- › Financially supporting non-profit organizations that work for animal welfare. Providing free food to their little boarders. Yearly, several thousand kilograms of food are offered free of charge to shelters, SPAs, and other organizations that work with animals.
- › Donating unsold (or soon-to-expire) food bags or delivering them to local charity organizations. This helps to achieve two objectives: helping less fortunate people feed their animals and avoiding food waste and losses.

We believe it's important to impact positively the communities we serve.





We recognize that sustainable development is an ongoing process, and we're committed to continuously improving it.



Continuous Improvement

Therefore, we commit to

- › Regularly review and update our policies and practices to ensure that we're always working sustainably.
- › Set measurable sustainability goals and track progress towards achieving them.
- › Provide regular training to our employees on best practices and company rules related to sustainable development.
- › Encourage feedback and suggestions from our customers and partners on how we can improve our sustainable development practices.
- › Keep abreast of innovations from our suppliers to enlighten our choices and help us promote sustainable development more efficiently.





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